IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 443

BY JUDICIARY, RULES AND ADMINISTRATION COMMITTEE

AN ACT
RELATING TO EDUCATION; AMENDING CHAPTER 57, TITLE 67, IDAHO CODE, BY THE
ADDITION OF A NEW SECTION 67-5771A, IDAHO CODE, TO ESTABLISH PROVISIONS REGARDING THE PUBLIC SCHOOL HEALTH INSURANCE PARTICIPATION FUND;
AMENDING SECTION 33-1002, IDAHO CODE, TO REMOVE PROVISIONS REGARDING
LEADERSHIP PREMIUMS AND TO MAKE TECHNICAL CORRECTIONS; AMENDING SECTION 33-1004B, IDAHO CODE, TO REMOVE PROVISIONS REGARDING LEADERSHIP
PREMIUMS; AMENDING SECTION 33-1004C, IDAHO CODE, TO REMOVE PROVISIONS
REGARDING LEADERSHIP PREMIUMS AND TO MAKE A TECHNICAL CORRECTION;
AMENDING SECTION 33-1004F, IDAHO CODE, TO REMOVE PROVISIONS REGARDING
LEADERSHIP PREMIUMS; REPEALING SECTION 33-1004J, IDAHO CODE, RELATING
TO LEADERSHIP PREMIUMS; AND DECLARING AN EMERGENCY AND PROVIDING AN
EFFECTIVE DATE.

Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. That Chapter 57, Title 67, Idaho Code, be, and the same is hereby amended by the addition thereto of a <u>NEW SECTION</u>, to be known and designated as Section 67-5771A, Idaho Code, and to read as follows:

- 67-5771A. PUBLIC SCHOOL HEALTH INSURANCE PARTICIPATION FUND. (1) There is hereby created in the state treasury the public school health insurance participation fund. The fund is continuously appropriated to the state department of education for the purpose of funding the actuarially established onetime amount required for a public school to buy in to the state's medical and dental group insurance plan, not to exceed four thousand five hundred dollars (\$4,500) per support unit. The fund shall consist of moneys made available through legislative transfers, appropriations, or as otherwise provided by law and shall be available for use only to publicly funded K-12 educational institutions. Interest earnings from the investment of moneys in the fund shall be returned to the fund.
- (2) All moneys in the fund shall be used only for onetime expenses associated with accommodating participation into the state's health plan as set forth in this section. The state department of education shall make payment or payments to the office of group insurance for this purpose within a reasonable time of participants being identified. If demand exceeds available funds, the state department of education shall administer the fund on a first-come, first-served basis. No funds may be expended prior to July 1, 2022, and any unexpended moneys remaining in the fund after June 30, 2024, shall be transferred by the state controller to the public education stabilization fund. If the public education stabilization fund is fully funded, then remaining funds shall be transferred to the general fund.

SECTION 2. That Section 33-1002, Idaho Code, be, and the same is hereby amended to read as follows:

33-1002. EDUCATIONAL SUPPORT PROGRAM. The educational support program is calculated as follows:

- (1) State Educational Support Funds. Add the state appropriation, including the moneys available in the public school income fund, together with all miscellaneous revenues to determine the total state funds.
- (2) From the total state funds subtract the following amounts needed for state support of special programs provided by a school district:
 - (a) Pupil tuition-equivalency allowances as provided in section 33-1002B, Idaho Code;
 - (b) Transportation support program as provided in section 33-1006, Idaho Code;
 - (c) Feasibility studies allowance as provided in section 33-1007A, Idaho Code;
 - (d) The approved costs for border district allowance, provided in section 33-1403, Idaho Code, as determined by the state superintendent of public instruction;
 - (e) The approved costs for exceptional child approved contract allowance, provided in subsection 2. of section 33-2004, Idaho Code, as determined by the state superintendent of public instruction;
 - (f) Salary-based apportionment calculated as provided in sections 33-1004 through 33-1004F, Idaho Code;
 - (g) Unemployment insurance benefit payments according to the provisions of section 72-1349A, Idaho Code;
 - (h) For expenditure as provided by the public school technology program;
 - (i) For employee severance payments as provided in section 33-521, Idaho Code;
 - (j) For distributions to the Idaho digital learning academy as provided in section 33-1020, Idaho Code;
 - (k) For charter school facilities funds and reimbursements paid pursuant to section 33-5208(5), Idaho Code;
 - (1) For an online course portal as provided for in section 33-1024, Idaho Code;
 - (m) For advanced opportunities as provided for in chapter 46, title 33, Idaho Code;
 - (n) For additional math and science courses for high school students as provided in section 33-1021, Idaho Code;
 - (o) For leadership premiums as provided in section 33-1004J, Idaho Code;
 - (p) For master teacher premiums as provided in section 33-1004I, Idaho Code;
 - (ap) For the support of provisions that provide a safe environment conducive to student learning and maintain classroom discipline, an allocation of three hundred dollars (\$300) per support unit;
 - $(\pm q)$ An amount specified in the appropriation bill for the public schools educational support program for counseling support as provided for in section 33-1212A, Idaho Code, shall be distributed for grades 8 through 12 as follows:
 - (i) For school districts and public charter schools with one hundred (100) or more students enrolled in grades 8 through 12, a pro

rata distribution based on students enrolled in grades 8 through 12 or eighteen thousand dollars (\$18,000), whichever is greater;

- (ii) For school districts and public charter schools with fewer than one hundred (100) students enrolled in grades 8 through 12, one hundred eighty dollars (\$180) per student enrolled in grades 8 through 12 or nine thousand dollars (\$9,000), whichever is greater;
- (\underline{sr}) An amount specified in the public schools educational support program appropriation bill for literacy intervention pursuant to section 33-1807, Idaho Code, the disbursements made to the school districts and public charter schools in the aggregate shall not exceed the total amount appropriated for this purpose and shall be based on the actual costs of such intervention programs. School districts and public charter schools shall be reimbursed in full or in pro rata based on the average number of students in kindergarten through grade 3 who score basic or below basic on the fall statewide reading assessment in the prior three (3) years;
- $(\pm \underline{s})$ For mastery-based education as provided for in section 33-1632, Idaho Code;
- $(\underbrace{\mathtt{u}}_{\underline{t}})$ For pay for success contracting as provided in section 33-125B, Idaho Code; and
- (\underline{vu}) Any additional amounts as required by statute to effect administrative adjustments or as specifically required by the provisions of any bill of appropriation;

to secure the total educational support distribution funds.

- (3) Average Daily Attendance. The total state average daily attendance shall be the sum of the average daily attendance of all of the school districts of the state. The state board of education shall establish rules setting forth the procedure to determine average daily attendance and the time for, and method of, submission of such report. Average daily attendance calculation shall be carried out to the nearest hundredth. Computation of average daily attendance shall also be governed by the provisions of section 33-1003A, Idaho Code.
- (4) Support Units. The total state support units shall be determined by using the tables set out hereafter called computation of kindergarten support units, computation of elementary support units, computation of secondary support units, computation of exceptional education support units, and computation of alternative school support units. The sum of all of the total support units of all school districts of the state shall be the total state support units.

COMPUTATION OF KINDERGARTEN SUPPORT UNITS

42	Average Daily		
43	Attendance	Attendance Divisor	Units Allowed
44	41 or more	40	
45	31 - 40.99 ADA		1
46	26 - 30.99 ADA		
47	21 - 25.99 ADA		. 75

1 2 3	16 - 20.99 ADA 8 - 15.99 ADA 1 - 7.99 ADA		elementary			
4	COMPUTATION OF ELEMENTARY SUPPORT UNITS					
5	Average Daily		Minimum Units			
6	Attendance	Attendance Divisor	Allowed			
7	300 or more ADA		15			
8		23grades 4,5 & 6				
9		22grades 1,2 & 31994-95				
10		21grades 1,2 & 31995-96				
11		20grades 1,2 & 31996-97				
12	160	and each year thereafter.				
13	160 to 299.99 ADA 110 to 159.99 ADA	20				
14 15	71.1 to 109.99 ADA	19				
16	51.7 to 71.0 ADA	10				
17	33.6 to 51.6 ADA	15				
18	16.6 to 33.5 ADA	13				
19	1.0 to 16.5 ADA	12				
	2.0 00 2010 12211	II/ d	. 1.0			
20	COMPU	TATION OF SECONDARY SUPPORT UNITS				
21	Average Daily		Minimum Units			
22	Attendance	Attendance Divisor	Allowed			
23	750 or more	18.5	.47			
24	400 - 749.99 ADA	16	.28			
25	300 - 399.99 ADA	14.5	.22			
26	200 - 299.99 ADA	13.5	.17			
27	100 - 199.99 ADA	12	.9			
28	99.99 or fewer	Units allowed as follows:				
29	Grades 7 - 12 Grades 9 - 12					
30 31	Grades 9 - 12 Grades 7 - 9					
32	Grades 7 - 8					
32	GIAGES / O		. I per 16 ADA			

COMPUTATION OF EXCEPTIONAL EDUCATION SUPPORT UNITS

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2 3 4 5 6 7	Average Daily Attendance 14 or more 12 - 13.99 8 - 11.99 4 - 7.99	Attendance Divisor 14.5	computed .175		
9	1 - 3.99				
10 11 12	COMPUTATION OF ALTERNATIVE SCHOOL SUPPORT UNITS (Computation of alternative school support units shall include grades 6 through 12)				
13 14	Pupils in Attendance	Attendance Divisor	Minimum Units Allowed		
15 16	12 or more	12	. 1 or more as computed		

In applying these tables to any given separate attendance unit, no school district shall receive less total money than it would receive if it had a lesser average daily attendance in such separate attendance unit. In applying the kindergarten table to a kindergarten program of fewer days than a full school year, the support unit allowance shall be in ratio to the number of days of a full school year. The attendance of students attending an alternative school in a school district reporting fewer than one hundred (100) secondary students in average daily attendance shall not be assigned to the alternative table if the student is from a school district reporting fewer than one hundred (100) secondary students in average daily attendance, but shall instead be assigned to the secondary table of the school district in which they are attending the alternative school, unless the alternative school in question serves students from multiple districts reporting fewer than one hundred (100) secondary students in average daily attendance. The tables for exceptional education and alternative school support units shall be applicable only for programs approved by the state department of education following rules established by the state board of education. Moneys generated from computation of support units for alternative schools shall be utilized for alternative school programs. School district administrative and facility costs may be included as part of the alternative school expenditures.

- (5) State Distribution Factor per Support Unit. Divide educational support program distribution funds, after subtracting the amounts necessary to pay the obligations specified in subsection (2) of this section, by the total state support units to secure the state distribution factor per support unit.
- (6) District Support Units. The number of support units for each school district in the state shall be determined as follows:

(a) (i) Divide the actual average daily attendance, excluding students approved for inclusion in the exceptional child educational program, for the administrative schools and each of the separate schools and attendance units, by the appropriate divisor from the tables of support units in this section, then add the quotients to obtain the district's support units allowance for regular students, kindergarten through grade 12 including alternative school students. Calculations in application of this subsection shall be carried out to the nearest hundredth.

(ii) Divide the combined totals of the average daily attendance of all preschool, kindergarten, elementary, secondary, juvenile detention center students and students with disabilities approved for inclusion in the exceptional child program of the district by the appropriate divisor from the table for computation of exceptional education support units to obtain the number of support units allowed for the district's approved exceptional child program. Calculations for this subsection shall be carried out to the nearest hundredth when more than one (1) unit is allowed.

(iii) The total number of support units of the district shall be the sum of the total support units for regular students, subparagraph (i) of this paragraph, and the support units allowance for the approved exceptional child program, subparagraph (ii) of this paragraph.

- (b) Total District Allowance Educational Program. Multiply the district's total number of support units, carried out to the nearest hundredth, by the state distribution factor per support unit and to this product add the approved amount of programs of the district provided in subsection (2) of this section to secure the district's total allowance for the educational support program.
- (c) District Share. The district's share of state apportionment is the amount of the total district allowance, paragraph (b) of this subsection.
- (d) Adjustment of District Share. The contract salary of every noncertificated teacher shall be subtracted from the district's share as calculated from the provisions of paragraph (c) of this subsection.
- (7) Property Tax Computation Ratio. In order to receive state funds pursuant to this section, a charter district shall utilize a school maintenance and operation property tax computation ratio for the purpose of calculating its maintenance and operation levy that is no greater than that which it utilized in tax year 1994, less four-tenths of one percent (.4%). As used herein, the term "property tax computation ratio" shall mean a ratio determined by dividing the district's certified property tax maintenance and operation budget by the actual or adjusted market value for assessment purposes as such values existed on December 31, 1993. Such maintenance and operation levy shall be based on the property tax computation ratio multiplied by the actual or adjusted market value for assessment purposes as such values existed on December 31 of the prior calendar year.

SECTION 3. That Section 33-1004B, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004B. CAREER LADDER. School districts shall receive an allocation for instructional staff and pupil service staff based on their staffs' position on the career ladder as follows:

- (1) Instructional staff and pupil service staff who are in their first year of holding a certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold a certificate thereafter for up to three (3) years, at which point they will remain in the third cell of the residency rung until they earn a professional endorsement.
- (2) Instructional staff and pupil service staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.
- (3) Instructional staff and pupil service staff on the professional compensation rung with four (4) years of experience shall move one (1) cell on the professional compensation rung unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years. Instructional staff and pupil service staff on the professional compensation rung who meet the performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall move one (1) cell. Allocations for instructional staff and pupil service staff who do not meet the professional compensation rung performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall remain at the previous fiscal year allocation level. This also applies to the educational allocation.
- (4) Instructional staff and pupil service staff in their first year of holding an advanced professional endorsement shall be placed in the first cell of the advanced professional compensation rung.
- (5) Instructional staff and pupil service staff on the advanced professional compensation rung who met the performance criteria for the advanced professional rung in the previous year shall move one (1) cell on the advanced professional compensation rung. Allocations for instructional staff and pupil service staff who do not meet the advanced professional compensation rung performance criteria shall remain at the previous fiscal year allocation level. This also applies to the additional education allocation.
- (6) Career technical education instructional staff holding an occupational specialist certificate shall be placed on the career ladder as follows:
 - (a) Instructional staff new to working in an Idaho public school:
 - (i) With two (2) or three (3) years of industry experience in a field closely related to the subjects they seek to teach shall be placed in an equivalent cell to instructional staff who have been on the career ladder and met the movement requirements for one (1) year;
 - (ii) With four (4) or five (5) years of industry experience in a field closely related to the subjects they seek to teach shall be placed in an equivalent cell to instructional staff who have been on the career ladder and met the movement requirements for two (2) years;

- (iii) With six (6) or seven (7) years of industry experience in a field closely related to the subjects they seek to teach shall be placed in an equivalent cell to instructional staff who have been on the career ladder and met the movement requirements for three (3) years; and
- (iv) With eight (8) or more years of industry experience in a field closely related to the subjects they seek to teach shall be placed in an equivalent cell to instructional staff who have been on the career ladder and met the movement requirements for four (4) years; and
- (b) Existing career technical education instructional staff on the residency compensation rung shall have their placement updated consistent with the provisions of paragraph (a) of this subsection if the update would result in a rung higher than their current placement.
- (7) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for career technical education instructional staff holding an occupational specialist certificate in the area for which they are teaching in the amount of three thousand dollars (\$3,000), which shall be designated for career technical education staff and included as part of their salary.
- In addition to the allocation amount specified for the applicable (8) cell on the career ladder, school districts shall receive an additional allocation amount for instructional staff and pupil service staff holding a professional or an advanced professional endorsement who have acquired additional education and meet the professional or advanced professional compensation rung performance criteria. In determining the additional education allocation amount, only transcripted credits and degrees on file with the teacher certification office of the state department of education, earned at an institution of higher education accredited by a body recognized by the state board of education or credits earned through an internship or work experience approved by the state board of education, shall be allowed. All credits and degrees earned must be in a relevant pedagogy or content area as determined by the state department of education. Additional education allocation amounts are not cumulative. Instructional staff whose initial certificate is an occupational specialist certificate shall be treated as BA degree-prepared instructional staff. Credits earned by such occupational specialist instructional staff after initial certification shall be credited toward the education allocation. Additional education allocations are:
 - (a) For instructional staff and pupil service staff holding a professional or an advanced professional endorsement, a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) per fiscal year.
 - (b) For instructional staff and pupil service staff holding a professional or an advanced professional endorsement and a master's degree, three thousand five hundred dollars (\$3,500) per fiscal year.
 - (c) Effective July 1, 2020, the allocation shall be:

1	Base							
2	Allocation	1	2	3	4	5		
3	Residency	\$40,000	\$40,500	\$41,000				
4	Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000		
5 6	Advanced Professional	\$52 , 000						
7	(d) Effective July 1, 2021, the allocation shall be:							
8	Base							
9	Allocation	1	2	3	4	5		
10	Residency	\$40,369	\$40,990	\$41,611				
11	Professional	\$42,991	\$44,836	\$46,681	\$48,526	\$50,370		
12 13	Advanced Professional	\$52 , 734	\$53 , 207					
14	(e) Effective July 1, 2022, the allocation shall be:							
15	Base							
16	Allocation	1	2	3	4	5		
17	Residency	\$40,742	\$41,486	\$42,231				
18	Professional	\$43,488	\$45,302	\$47,116	\$48,930	\$50,743		
19 20	Advanced Professional	\$53 , 478	\$54 , 442	\$55 , 389				
21	(f) Ef	fective July 1,	2023, the al	llocation sha	ll be:			
22	Base							
23	Allocation	1	2	3	4	5		
24	Residency	\$41,118	\$41 , 988	\$42,860				
25	Professional	\$43,990	\$45 , 773	\$47 , 555	\$49,337	\$51 , 119		
26 27	Advanced Professional							
		\$54,233	\$55,705	\$57,165	\$58,613			
28	(g) Effective July 1, 2024, the allocation shall be:							
29	Base							
30	Allocation	1	2	3	4	5		
31	Residency	\$41,500	\$42,500	\$43,500				
32	Professional	\$44,500	\$46,250	\$48,000	\$49,750	\$51 , 500		
33 34	Advanced Professional	\$55,000	\$57,000	\$59,000	\$61,000	\$63,000		

(9) Effective July 1, 2025, the educator salary-based apportionment program compensation rung cell amounts shall be adjusted by an amount equivalent to the salary-based apportionment adjustment for administrative and classified staff positions.

(10) A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation, including each domain and identification of which domain or domains the administrator is focusing on for the instructional staff or pupil service staff member

 being evaluated, as outlined in administrative rule. The review shall be completed prior to November 1 of each year. The state board of education shall randomly select a sample of administrators throughout the state. A portion of such administrators' instructional staff and pupil service staff employee evaluations shall be independently reviewed. The ratio of instructional staff evaluations to pupil service staff evaluations shall be equal to the ratio of the statewide instructional staff salary allowance to pupil service staff salary allowance. The state board of education, with input from the Idaho-approved teacher preparation programs and the state department of education, shall identify individuals and a process to conduct the reviews. Administrator certificate holders shall be required to participate in ongoing evaluation training pursuant to section 33-1204, Idaho Code. School districts and public charter schools found to have not conducted the evaluations with fidelity to the state framework for teaching evaluation shall not be eligible to receive the leadership premium distribution pursuant to section 33-1002(2), Idaho Code. The state board of education shall report annually the findings of such reviews to the senate education committee, the house of representatives education committee, the state board of education and the deans of Idaho's approved teacher preparation programs. The state board of education shall promulgate rules implementing the provisions of this subsection.

(11) School districts shall submit annually to the state the data necessary to determine if an instructional staff or pupil service staff member has met the performance criteria for movement on the applicable compensation rung. Such data shall include the individuals' performance on each of the performance criteria as defined in section 33-1001, Idaho Code, including the percentage of students meeting their measurable student achievement and student success indicator targets. The department of education shall calculate whether or not instructional staff and pupil service staff have met the compensation rung performance criteria based on the data submitted during the previous five (5) years. Individually identifiable performance evaluation ratings submitted to the state remain part of the employee's personnel record and are exempt from public disclosure pursuant to section 74-106, Idaho Code.

SECTION 4. That Section 33-1004C, Idaho Code, be, and the same is hereby amended to read as follows:

- 33-1004C. BASE AND MINIMUM SALARIES —— LEADERSHIP PREMIUMS —— EDUCATION AND EXPERIENCE INDEX. (1) The following shall be reviewed annually by the legislature:
 - (a) The base salary figures pursuant to subsections (6) and (7) of section 33-1004E, Idaho Code; and
 - (b) The minimum instructional and pupil service staff salary figure pursuant to subsections (1) through (5) of section 33-1004E, Idaho Code; and
 - (c) The leadership premium figures pursuant to subsections (1) and (2) of section 33-1004J, Idaho Code.
- (2) The statewide education and experience index (or state average index, or state index) is the average of all qualifying employees, instructional and administrative, respectively. It is determined by totaling the

index value for all qualifying employees and dividing by the number of employees.

SECTION 5. That Section 33-1004F, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004F. OBLIGATIONS TO RETIREMENT AND SOCIAL SECURITY BENEFITS. Based upon the actual salary-based apportionment, as determined in section 33-1004E, Idaho Code, and the master educator premiums distributed pursuant to section 33-1004I, Idaho Code, and the leadership premiums distributed pursuant to section 33-1004J, Idaho Code, there shall be allocated that amount required to meet the employer's obligations to the public employee retirement system and to social security.

SECTION 6. That Section 33-1004J, Idaho Code, be, and the same is hereby repealed.

SECTION 7. An emergency existing therefor, which emergency is hereby declared to exist, this act shall be in full force and effect on and after July 1, 2022.